

MARCH, 1943

The INTERNATIONAL TEAMSTER



Official Magazine

INTERNATIONAL BROTHERHOOD
TEAMSTERS... CHAUFFEURS
WAREHOUSEMEN & HELPERS
OF AMERICA

This issue of this magazine has been drastically reduced in size to remain within the paper quota set by the government for the first three months of 1943. Future issues will be larger than this one, but much smaller than previous months. The paper restriction has forced us to abandon our plans to expand the magazine this year. However, we cheerfully accept this regulation of the government in the realization that it is one of the necessities of war. We must get along with less paper just as we must get along with less food and less clothing and less of everything else that has given America the world's highest standard of living. It is by sacrifice now that we will regain it all later.

We do not accept advertising



Oklahoma Slaps Pappy

THE Oklahoma legislature passed the biscuits to Slap-Happy Pappy O'Daniel in Oklahoma City last month. They passed them like the chaplain passed the ammunition.

O'Daniel is the junior United States senator from Texas but he left his wartime post in Washington, D. C., to make a tour of state legislatures, to promote hostility toward the government and to urge the passage of anti-labor legislation.

His messages didn't get over very well in Oklahoma. In fact, it aroused the resentment of the Oklahoma legislators, who expressed themselves forcibly. They charged O'Daniel with spreading disunity in a time of national crisis.

And they took that opportunity to praise Oklahoma labor for its loyalty and its record of continuous production.

"Labor has its racketeers but labor in Oklahoma has stood by its guns and there hasn't been one hour of production time lost in this state because of strikes since Pearl Harbor," declared H. Tom Knight, a member of the House, as quoted by the Associated Press in the *Dallas (Texas) Morning News*.

"He's a pretty good flour salesman but that's about all you can say for O'Daniel. He's trying to stir up national disunity," said Legislator Guy B. Massey.

"I don't appreciate any Texas flour salesman coming here and telling us to pass legislation against labor. If I were a laboring man today I'd be a union man. The only way they can get their rights is by organizing. I don't respect O'Daniel one damned bit and I'll tell him so just as gladly as I tell this House," indignantly asserted Legislator Fletcher Johnson.

"This legislature can pass its program without any suggestions from him and if O'Daniel is a fair sample of the character of the senate of the United States, no wonder the President has to work nearly 24 hours a day," commented Legislator R. M. Mountcastle.

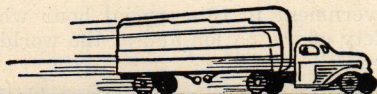
"Who invited Pappy here in the first place," inquired Legislator Pete Weaver.

O'Daniel told the Oklahoma legislature that bureaucrats were trying to establish a dictatorship and demanded that laws be passed to imprison "wild-eyed labor leaders."

Instead, the legislature passed a resolution commending labor and pledging allegiance to President Roosevelt.

So Slap-Happy Pappy did some good, after all. He attracted attention to the splendid record of Oklahoma labor and he caused a patriotic outburst of confidence in the President. Of course it was an accident, but so is O'Daniel.

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CHAUFFEURS . . . WAREHOUSEMEN AND HELPERS

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Number 4

Strikers are Enemies of Nation

By DANIEL J. TOBIN

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THE work of the International President is increasing to such an extent that it is impossible to explain the many serious problems confronting your International Union. There are bureaus and commissions which are absolutely necessary, established by the government in Washington, that have dealings of an important nature with your International Union, and thereby with every local union in the country.

If we fall down on the job you will lose—you who are driving trucks or working in warehouses.

If we neglect our work the International Union will suffer, and the International Union, with its strength and influence, is your only protection. Local unions would stand only a short time if they were standing alone. Many of our local representatives who have gone to Washington and appeared before some of those commissions know, and freely admit, how helpless they would be without the backing of the International Union.

Government Investigates

When individuals in a local union defy their local officers and go on strike and cause a stoppage of work, even for one day, they should rightfully be classed as enemies of the government.

The federal government will be compelled to proceed legally against such individuals within a short time, and there are many places now in which certain individuals within our local unions are under surveillance by agencies of the government.

The International Union has been re-

quested by certain departments of our government to insist that local unions prefer charges against men who violate the orders of local officials and go on strike or cause a stoppage of work during this war.

In England, as I stated on my recent return from that country, such individuals are imprisoned if they are unfit for war service. If they are fit for military service in any one of its branches they are placed in the military service, and there they behave themselves or they are put in military prisons.

Enemy Agents Active

We may have to come to this in our country unless the workers realize the dangers confronting them.

We have had wonderful cooperation from our local officers and from our members, but we have about one-half of one per cent of extreme radicals who, for some reason or another, cause trouble here and there.

The federal government is of the opinion they are prompted to cause trouble by the enemies of our nation who meet some of this class on the outside.

We have certain individuals in some large cities who are under observation and whose personal and family contacts are also under observation. If some half dozen of those people are picked up, even though they are innocent, the finger of suspicion and distrust and disloyalty to our country will always be pointed at them and at their children and relatives.

Local union officers will have to prefer charges against such individuals and suspend them from membership. We are compelled to make this statement to our local union officials. If local union officials refuse to proceed thus, the International officials will be compelled to remove them from office.

In closing this statement I want to say that I fully understand its seriousness, and

I am saying to you members of our organization that a man who quits work now without the consent and approval of his union—which he cannot get—is and should be and will be classed as an enemy of our nation and of our government in this crucial hour when the safety of the nation and of the world is in danger.

Surely it is a small price to pay in this dangerous world situation, to remain at work and keep the wheels rolling. Yes, I know that the employers are stalling, and tying up our wage agreements in conferences, in the hope that they can continue to stall and go before the War Labor Board.

We have laid those matters before the President of the United States. He has taken them under consideration. We have pointed out certain employers and certain organizations of employers to him and he in turn will, in his own way, take care of those cases, perhaps through the Department of Justice.

Employers Are Stalling

The employers seem to be anxious to get to the War Labor Board in the hope that they can wait and wait and stall. Well, there may be more than one board set up to take care of this situation; but the President and all branches of the government are more anxious than they ever were that local wage scale contracts be settled by local machinery of conciliation and arbitration, and that the employers and unions refrain from bringing cases to Washington unless in a very serious instance where a whole community might be tied up and injured.

Industry is guilty in more than one instance, and industry, because of its behavior, will be the cause of bringing about legislation that will eventually have a tendency to destroy many privileges now enjoyed by industry. However, even if the employers are guilty of stalling, our unions are expected to obey our orders and avoid any stoppage of work if it is humanly possible to prevent it.

Albany Local Invests Heavily

LOCAL No. 787 of Albany, N. Y., with a membership of less than 500, has invested \$6,000 in war bonds, according to the report of Louis J. Russo, secretary-treasurer and business agent. In addition, 95 per cent of the membership are buying bonds regularly with 10 per cent of their pay.

One hundred members of Local No. 787 are in the service and the union remembers them regularly with gifts of candy and cigarettes.

Russo is a volunteer spotter for the Aircraft Warning Service and has put in enough hours on duty to win his "wings."

Teamsters Criticize Printers

— Refuse to Tie-up Donnelly Plant

THE general executive board of the Teamsters' Union has refused to permit sympathetic strike action against the Donnelly Printing Company of Chicago. The action of the board and the background of the case is contained in the following excerpt from the official minutes of the board meeting which ended in Miami last month.

Vice-President Goudie brought to the attention of the board the case of the Donnelly Printing Company in Chicago. He stated that he was instructed to do so by the joint council of Chicago. General President Tobin explained at length what this case was.

The Donnelly Printing Company has been unorganized for many, many years. The printing trades decided to make an effort to organize it.

They did not have a member within the plant as far as we can find out. They depended entirely upon the Teamsters who hauled material in and out, to shut off all materials and thereby cripple the plant so that the employees inside would seek membership in the several printing trades organizations.

Not Legitimate Strike

The president of the International Typographical Union, Mr. Baker, called President Tobin and asked if the Teamsters would help out by shutting off supplies.

President Tobin stated emphatically that they would not; that when the Typographical Union had anything like a legitimate strike, with 50 or 60 per cent of the men organized, and when the war was over, the matter might be given some consideration.

Our Local Union 705, Truck Drivers, had a contract with the Willett Company, which hauls for Donnelly. It seems that the executive board of the joint council of Chicago, through its president, advised the printing trades or the Chicago Federation of Labor that the Teamsters would help. Organizer Burger called this situation to the attention of the general office.

The general president ordered Organizer Burger to advise Local 705 and all other local unions of ours that might be involved, to carry out their contracts, not to participate in a sympathetic strike, to go through picket lines if there were any, and to carry out the pledge of the American Federation of Labor and of the International Brotherhood of Teamsters made to our government that all stoppages of work—even in some instances where we were justified—would be prevented as much as it was humanly possible for us to do so.

Powers of Joint Council

The question asked by Vice-President Goudie, representing the Chicago Joint Council, was:

"Has the Joint Council of Chicago lost its autonomous rights?"—or language similar to that.

The answer of the general president and the board was:

"Yes. During the war things have changed and all of us must do differently, and one of the things you cannot do is to approve strikes or order local unions to stop work, as you have been doing before the war, whenever you desire to do so.

"If that is what the joint council means, tell them that this general executive board says they cannot do that during the war; but after the war we may revert to normal conditions."

The next question was, in substance:

"What are the powers of the joint council?"

The answer was:

"You may tell your members that they may refuse to go through the picket lines of a sister union affiliated with the International Union when the strike of the sister local union is authorized and approved by the general executive board; any union or joint council may refuse to handle goods that are strike-bound because of the strike of a sister union; any local union or joint council may help a sister union of the International provided the sister union is engaged in a legal conflict, authorized by the Interna-

tional, but the joint council cannot order—even in peace times—any local union to stop work because the board of the joint council so decides.”

It may be added here, for the information of the joint council, that the joint council has no power to order strikes at any time.

The local union has control over strikes, and when the local union votes on a strike or orders a stoppage of work the joint council may approve or disapprove such procedure, but the joint council cannot under any circumstances order a strike of any kind in any local union.

The International Union may, if it deems it advisable and necessary, order a local union to do so and so, to stop work or to go to work, and the local union must obey or run the danger of being disciplined. But the joint council has no right or power under our constitution to order a local union to break its contracts and engage in any kind of strike.

In some places, however, joint councils have not been observing the law in this respect—but there are only one or two instances of this—and executive boards of joint councils have assumed authority that does not belong to them.

They have also, in some instances, decided to hold but one meeting a month, and to adjourn their meetings during the summer. That is not within the law. The meetings of our unions should be held at least once a month; and the meetings of joint councils should not be held less, in the judgment of the general president, than once every two weeks, in order to take care of wage scales, requests for strikes, and other matters that come up during the intervening 14 days within the several local unions.

No Summer Vacations

The International constitution demands and requires that local unions hold not less than one meeting each month. That means that they can hold two meetings or three meetings if they desire, but they must hold at least one meeting each month the year around.

This applies to joint councils in principle, but consistency and common sense require and demand that joint councils meet more often than that; and they also demand, because of the duties of joint councils, that meetings be held each month in the year.

The International Union has not interfered unless violations and actions become

too flagrant, but as a matter of law the joint council itself cannot delegate to the executive board of the joint council the powers and rights of the joint council. Consequently the need for more frequent meetings than once a month.

Donnelly Strike Fizzled

The Donnelly strike fizzled out to nothing, and it was indeed enlightening to know that the great printing trades unions, headed by the International Typographical Union, which is outside the American Federation of Labor, and its other associated printing trades organizations failed in their efforts to organize a non-union institution because the Teamsters refused to break their signed contracts with their employers, and their solemn pledges to the government in its hour of distress, by refusing to shut off all union trucks in and out of the Donnelly Printing Company.

For the information of our members it might be well to state here that the International Typographical Union, which was a part of the foundation of the American Federation of Labor, is not a part now of the American Federation of Labor nor of the Congress of Industrial Organizations.

Its former president, Charles Howard, now deceased, while affiliated with the Federation, acted as the general secretary of the C. I. O. when it was first formed.

The Federation was so tolerant that it allowed him to sit as a delegate in its body although he was general secretary of the C. I. O. under John L. Lewis as president.

The American Federation of Labor levied an assessment of two cents a member, to help to meet the serious opposition and raiding by the C. I. O. in the early years of the conflict. Every union within the Federation paid the assessment, as it was legally levied, with the exception of the International Typographical Union.

One of the first assessments that was ever levied by the Federation was levied and collected by the Federation in order to help the I. T. U. in the early days of its struggle to obtain the eight-hour day.

Thousands of dollars were collected by the Federation and turned over to the Printers' Union in that struggle.

The recent leaders within the I. T. U.—which does not include the present head of the organization, Mr. Baker—refused to pay the assessment levied for the protection of

the American Federation of Labor and the jurisdiction of its established unions.

Years went on and they finally made a statement—directly or indirectly—that if the assessment was turned into a per capita tax they would pay the tax and become affiliated. The total contribution of two cents a month per member was reduced to one and one-half cents a member in order to comply with the request made by the Printers' Union.

When this was done the Printers' Union still refused to come back to the Federation which they helped to create and of which they were a substantial part for 50 years.

And now they say—so we hear on good authority:

"When you settle all your troubles and bring back the C. I. O. and the Railroad Brotherhoods (who were never in the Federation), and all other outsiders, then we will come back."

Printers Ignore Pickets

Well, the Teamsters have no bitterness against the rank and file of the Printers' Union. In fact, we were close friends for years and years and we still love many of them, but we feel they have unlimited presumption and indescribable nerve to ask the Teamsters to break their written, signed contracts with their employers in Chicago and engage in a sympathetic strike to help them to organize a printing plant in which they have no members.

When the newspaper drivers or any other trade is involved in a dispute with the National Publishers' Association, the printers do not refuse to go through the lines.

They go in and sit at their machines; and

if you ask them: "Why don't you give us a lift?"—their answer is:

"Why, we have a national arbitration agreement with the National Publishers, etc.; we don't think you ought to ask us, and if you do ask us we cannot acquiesce to your desires to break our agreement with our employers."

Board Backs Tobin

The I. T. U. has a reputation of keeping its contracts, so they inform us. Well, you can figure it out for yourselves. Use your own judgment, make your own decision, but there is no rule that does not work both ways, and when Brother Goudie asked for an explanation as to why the joint council of Chicago, or its executive board, was not permitted to engage in a sympathetic action and order unions of ours to cease hauling into the Donnelly plant, these explanations were made to him.

It is the unanimous action of the board that the general president was perfectly justified and he was sustained by the board in his endeavor to protect our written, signed agreements with our employers and our solemn and binding pledges to our government in this awful period when the very life of the world is in danger; that any other policy by the head of our organization—in whose hands and leadership is placed the continued progress and safety of the International Union—would have been detrimental and dangerous and unjust.

This action by the board is held out to our membership throughout the nation as a guiding measuring rod for their conduct and behavior and procedure in similar affairs during this war.

Try the Australian Crawl, Bridges!

HERE'S the latest from Harry Bridges, broadcast by his nation-wide publicity organization:

"The real issues involved in my case are inseparable from the aims of all peoples and all countries now engaging Hitler and the Axis powers in bloody struggle."

Bridges must picture himself as the Statue of Liberty, wrapped up in the Atlantic Charter. But why is the struggle today so bloody? It is because of the ceaseless,

pervverting propaganda of Bridges and men like him in England, France and America during the years Hitler was whetting his knife to spill our blood.

Now Bridges says he is FOR England, America and France. Therefore, he thinks he is entitled to special consideration and special reward. Bridges and his propaganda are old stuff.

Let him learn something new—such as the Australian crawl!

Senator Nye says that those persons recently indicted for alleged sedition are no more guilty than he is. That's just what we thought.

Probe Clears Kansas Unions

— Republican Propaganda Exposed

ALL the prejudicial charges against labor which could occur to the mind of a political gymnast in the midst of an unsuccessful campaign have been officially investigated and officially answered by a legislative committee in the State of Kansas.

The committee cleared labor of charges of sabotage and racketeering and reported instead that the A. F. of L. building trades unions had speeded war work by supplying qualified workers and by preventing stoppages of work.

On the charges that exorbitant dues and initiation fees were being charged, the committee found that the only changes made in the regular initiation fee schedules had been reductions. Not a single increase was reported.

The committee went exhaustively into every charge that anyone desired to make. It heard everyone with a fancied grievance. Its meetings were widely advertised in the daily newspapers and a general invitation was broadcast for witnesses.

Unlike some investigating bodies in the past, the Kansas committee did not accept all crackpot evidence at its face value. It hired investigators of its own to determine if the evidence was true or false.

It also invited all unions in the state to appear to answer the charges.

The unions accepted the invitation and submitted copies of their constitutions, by-laws and fee schedules.

Members Not Informed

In fact, had it not been for the cooperation of the unions, the investigation would have failed, because the committee did not have sufficient funds to subpoena witnesses. The committee gave the unions credit for this in its report.

The report of the committee showed that complaints came largely from local workers with no previous experience with unions. They thought the initiation fees were a special charge levied against local workers by "outsiders." The committee placed responsibility for these misunderstandings on unions that failed to inform new members of the rules and principles of unionism.

Not knowing that the unions had the machinery for adjusting all grievances, the new members ran to the newspapers or politicians with their protests.

The committee blamed the dictatorial attitude of some business agents for arousing resentment against the unions.

It pointed out that most of the complaints came from the territory of a few business agents.

Teamsters Are Cleared

There is not a single word of criticism against the Teamsters' Union in the report. It found that the highest Teamster initiation fees in Kansas are \$25, in line with the recommendation of the International.

It also disclosed that the Kansas locals are complying with the action of the International last June by charging only \$10 initiation for new members employed on government projects with maximum dues of \$2 per month.

In answering the individual complaints of workers who were residents of the community and sought employment on adjacent projects to take advantage of union wages and conditions, the report said:

"In general, the individual complainant is prone to consider only his immediate situation from his own point of view, and is not inclined to consider whether there is anything to be said for the labor union under the circumstance, or indeed, whether there are broader and more fundamental aspects to the entire problems of labor supply in the war emergency.

"As a matter of fact, the building trades unions have probably performed a valuable service in the war emergency in insuring, for each construction project, a sufficient number of highly skilled workmen to guarantee that these jobs would be properly manned at the upper level of the required craftsmanship."

The committee admitted that when it began its inquiry it was impressed by the nature of the complaints which indicated that the unions were taking unscrupulous and unpatriotic advantage of the war. It dismissed this charge as follows:

"The committee's first impression, from reading the letters it received and from oral complaints, that there was probably widespread injustice and arbitrary action and that the unions probably were taking advantage of the emergency situation.

"Continued inquiry, however, and verification with the union rules and fee schedules produced a very different picture"

The investigation was an echo of the last campaign for governor. Clyde M. Reed, Re-

publican U. S. senator, ran for governor on a platform intended to inflame the public against labor and against the national administration.

He failed in the campaign and he failed again before an investigating committee. As a result, labor in Kansas stands acquitted of the charges of sabotage, extortion, racketeering and graft.

And where does Reed stand? He doesn't stand at all. He lies.

Enforce the Price Ceilings

— Or Lose Your Shirt

EVERY local of the Teamsters' Union should immediately set up a price committee to protect its members from violation of the price ceilings.

This is the urgent advice of John T. Burke, former business agent of Local No. 917 of New York, who is now liaison officer for the A. F. of L. in the Office of Price Administration in Washington, D. C.

Unless Teamster locals do this, they face the penalty of having all their wage increases of the last ten years wiped out overnight by illegal rises in the prices of food, clothing and the necessities of life, Burke warned.

This can be done very easily by naming a committee in each local whose duty it is to keep track of the daily prices of the articles they buy. By checking these against the ceiling prices of the OPA, they can determine whether they are being cheated. They should also check the quality of the goods.

"Always ask for a receipt when you buy anything and then you have the concrete evidence," Burke advised.

If a store is violating ceiling prices, two courses of action are open, he pointed out. The consumer can start a civil suit in court and recover either three times the price of the article or \$50, whichever is higher. Or he can start a criminal prosecution through the enforcement agent of his local OPA office.

In either case, the receipts are the best evidence.

Burke said that it is impossible for the government to hire enough men to enforce the price ceilings all over the country. The cooperation of the public is essential. By taking the initiative, the unions can not only protect their members but earn the gratitude of the public as well.

"What good does it do a union to get a 15 per cent wage increase if the cost of living rises 20 per cent?" Burke asked. "And that is exactly what will happen, except on a much larger scale, if the OPA program fails.

"There are powerful organizations throughout the country who are determined that it will fail in order that prices can rise and their profits increase. I have found in a trip through 20 states that artificial shortages are being created in order to make the public disgusted with rationing.

Wheeler Still Sniping

"Those who are fighting to break the price ceilings are the old enemies of labor. They are trying to cut our wages by the new method of boosting our prices. And we must fight them by the new method of enforcing price ceilings.

"The farm bloc, consisting largely of reactionary Republicans but aided by such renegade Democrats as Senator Wheeler of Montana, is taking the lead in the move to blast price ceilings. If they succeed, it will be the equivalent of a 50 per cent wage reduction.

"The farm bloc does not represent the little farmers. It represents the big farmers. The little farmers must rely on price ceilings to keep down the cost of the things they need. If the OPA goes under, the little farmers go under with it.

"As Economic Director Byrnes pointed out in his recent radio address, the dependents of our soldiers and sailors must depend on the price program in order to exist on their allotments. The least we can do for

our fighting men is to protect the welfare of their families while they are fighting for us."

Burke said that the OPA had saved the government almost 26 billion dollars by keeping down the prices of steel and other war metals. It prevented a price increase by the tobacco companies which would have cost cigarette smokers 147 million.

Without OPA, the present prices of food would be out of sight and coffee would be selling for \$5 a pound, he said.

"The OPA has proven itself the benefactor of the American people. It must be preserved or the American people will become the victims of merciless profiteers. The labor unions of the nation can save it and the Teamsters should take the lead."

Anyone desiring further information on the operation of price committees can obtain it by writing Burke at the Labor Office, Office of Price Administration, Washington, D. C.

Locals Help War Program

— Study Problems of Industry

By OTTO S. BEYER

Director, Division of Transport Personnel, Office of Defense Transportation

MEMBERS of the International Brotherhood of Teamsters in 25 cities throughout the country may recently have been asked to cooperate in a survey of available manpower. They may have been questioned as to the number of members of their locals who are unemployed, or on part-time employment, possibilities for pooling manpower supplies with other locals in order that there may be an adequate supply of men available for essential trucking jobs, and other related subjects.

This survey, now in progress in many of the 25 cities, arises out of a program of cooperative joint action of labor and management in the motor transport industry initiated under the auspices of the Office of Defense Transportation last October.

Shortly after the ODT was established, the need for consultative arrangements with industry and labor became apparent. While the ODT's function—to secure the maximum utilization of transportation facilities for the prosecution of the war—was clearly set forth in the President's Executive Order 8989, it was felt that labor and management should be advised as to government policies and activities according to some systematic procedure.

Moreover, officials of the ODT recognized that the accomplishment of their job would require assistance from labor and from management in the transportation industries.

Insofar as the motor transport industry was concerned, there was no serious problem in getting a consultative arrangement under way. Officers of the Teamsters' Union, from President Tobin down, endorsed the

idea. So did the officials of the American Trucking Associations, Inc.

By October the groundwork had been laid and a permanent committee comprised of seven officials of the Teamsters' Union and seven members of the American Trucking Associations was established to meet with the ODT on matters relating to the for-hire industry. Recently the private motor carrier field has been covered by the establishment of a similar committee, this time with the management representatives appointed by the National Council of Private Motor Truck Owners.

Since its establishment, the national committee of the for-hire industry has consulted on personnel shortages and recruiting problems. It has considered the problem of training new workers, both on and off the job, and of upgrading within the industry so as to bring unskilled workers in at the lower levels.

The duties and the rights of employers and employees under existing Selective Service regulations have been discussed. Policies relating to the conservation of trucks and equipment have been explained to the representatives of labor and the industry, and their criticisms and suggestions received.

The committee has also considered the questions of employment of women, and employer-union relations, and it has already presented a radio program designed to acquaint the public with the work the committee is doing to help maintain uninterrupted transportation service.

With increasing shortages of manpower and equipment, however, it was felt that a national committee alone was not adequate to properly determine or solve local problems. While a national committee could suggest programs and policies, it could not be expected to solve particular problems which might arise in individual communities.

At the December meeting of the committee it was therefore proposed that local joint committees be established in 25 key cities to survey, first of all, the local manpower situation and lay plans for meeting existing and estimated future manpower shortages.

The cities chosen for the establishment of these initial committees were: Akron, Baltimore, Boston, Buffalo, Chicago, Cincinnati, Cleveland, Columbus, Denver, Detroit, Hartford, Kansas City, Los Angeles, Louisville, Minneapolis, New York, Oakland, Philadelphia, Pittsburgh, Portland (Oregon), St. Louis, Salt Lake City, San Diego, San Francisco, and Seattle.

Within a few weeks the local committees had been appointed, and most of them had met. The results of even the first meetings demonstrated concretely the value of cooperative joint action on a local basis.

Almost unanimously the committees recognized the existence of local shortages and they have begun comprehensive studies of the problems facing them and ways these problems may be met. They are conducting surveys to determine, on the part of the carriers, how many workers are needed and, on the part of the unions, how many can be supplied.

Many are working on training programs and propose the transferring of men from light to heavy-duty equipment or from less essential to more essential trucking service.

One committee plans an educational program to cut down on absenteeism. Several

propose subcommittees to consult with officials of the Selective Service System, particularly with regard to problems relating to Occupational Bulletin 21. Publicity programs are proposed to bring the desirability of employment in motor transport and the necessity for uninterrupted transport service before the public—programs which include everything from posters to radio.

Manpower shortages, of course, are not the only problems facing the trucking industry. Equally important are shortages of rubber, parts, and equipment. Joint labor-management committees are especially well suited to promote the national drive to conserve these vital transportation resources. Some of the committees have already taken steps in this direction.

In Philadelphia, the joint committee has had printed a supply of posters and stickers which are designed to keep continually before the drivers the need for careful handling of equipment.

The Louisville committee has begun an experiment with the establishment of joint employer-employee committees among individual carriers to promote conservation of both manpower and equipment.

Thus the program of joint labor-management action begun on a national scale is now being translated into effective local programs. The ODT is wholeheartedly behind the efforts of the local joint committees, but it is the committees themselves which will finally determine the success of the whole program. Nobody expects the local committees to solve all the wartime problems facing the trucking industry.

Judging from the results already achieved, however, there can be no doubt that the local groups can help greatly in maintaining trucking service essential to the successful prosecution of the war.

New Teamster Buttons are Sterling

GOLD-PLATED Teamster lapel buttons which formerly sold for 25 cents each will henceforth be 50 cents, according to General Secretary-Treasurer John M. Gillespie. This is because the buttons will be made of sterling silver rather than copper. The urgent war need for copper made it necessary to substitute silver as the base for the button, which makes it more expensive, Secretary Gillespie explained.

The new buttons will be available about April 1 and new orders will be filled as soon as possible thereafter. Prices of other jewelry will remain unchanged because the International has a sufficient supply of these on hand.

It is impossible to fill orders from individuals. All the jewelry must be bought through the secretary-treasurer of your local union.

Do you want to have fun at home killing Japs and Germans with your fountain pen? Then write more checks for War Bonds.

Trucks Keep Nation Fighting

— General Salutes Teamsters

By MAJ. GEN. CHARLES P. GROSS

Chief of Transportation, United States Army

(Written especially for *The International Teamster*)

THIS is a war of movement on the production front as well as on the battle front, and trucks and their drivers provide an important means by which we are outspeeding the enemy to victory.

On the production front, commercial trucks not only transport raw materials and parts to manufacturers and subcontractors; they are also a means by which finished products reach the embarkation ports and ultimately our troops in the field.

In 741 Michigan factories trucks move more than 65 per cent of all the freight. One company utilizes a truck as a conveyor system to link it with five subcontractors. Each day the truck picks up 20,000 fuse plug castings at a small foundry and carries them along a 125-mile "assembly line" to annealing, machining and plating shops and finally to the prime contractor, where they are assembled.

An Ohio factory makes heads for airplane engines, which are assembled in Connecticut, more than 600 miles away. Picked up at the Cleveland plant by trucks while they are still so hot the men have to handle them with leather gloves, the heads are delivered by truckers in New England 22 hours later.

Even planes travel by truck. Standard freight cars can't handle sub-assemblies for the big B-24 Liberator bombers which are dealing death and destruction to the enemy all over the world. Tractors and trailers, more than 60 feet in length, have solved the problem of getting parts to the assembly plant.

Fifty-four thousand U. S. communities depend entirely on highway transportation.

In World War I, we had only 326,000 trucks in the United States, but many of our

supplies and much of our military material was furnished by our allies. In this war, we have to supply ourselves and, to a large degree, the rest of the United Nations as well.

Just to open the North African front the army had to have 700,000 different items of equipment and supplies. These ranged from shoe laces to shrapnel, from iodine to invasion barges, and the movement of much of this equipment from mines, mills, forests and fields to factories and finally to points of embarkation depended on trucks.

Food is as important to the soldier as ammunition. Campaigns have been lost because enough food was not available for the men on the firing line. Truck drivers are helping see to it that this will not happen to American soldiers. Last year's crop of fruit and vegetables required a movement in trucks aggregating 700 million miles from farms to markets.

They also moved about 80 million hogs, 28 million slaughter cattle and calves, 23 million sheep and lambs, 2 billion pounds of chicken and approximately 100 million cases of eggs. Those fed our fighting forces, our war workers and our allies.

In the various theaters of war, army trucks transport soldiers to the shifting fronts and provide them with shells and other munitions. Many men who drove trucks in civilian life are behind the wheels of those army trucks. More than 75,000 members of the Teamsters' Union are in the armed forces. The job they do in the war zones depends, to a great extent, on the job their fellow members do on the highways.

Trucks have a huge task to perform but they are coming through. Steadily and surely we are moving on to victory because Teamsters are delivering their share of the goods.



U. S. Signal Corps Photo
Maj. Gen. C. P. Gross

California Legislature Calm —

Labor, Business Declare Truce

By RAYMOND D. WILLIAMSON

Legislative Representative, California Highway Drivers' Council

DURING the 1941 session of the California legislature, one of the most bitter fights in legislative history took place over a bill commonly known as the "Hot Cargo Bill."

Under this bill the Associated Farmers of California, big business, manufacturers, industries and other groups antagonistic to labor endeavored to take away the right of labor to exercise its fundamental principle of unionism by which one union can assist another in its labor difficulties with an employer.

This fight started in the very beginning of the session, followed the bill as it went through both houses, and, in the closing moments of the session, resolved itself into a fight to override the veto of the governor.

Controversies Sidetracked

The veto was finally overridden and then labor, under the California law, took the matter to the polls via the referendum. In the last November election the people approved the action of the legislature by a vote of 1,124,624 in favor and 909,061 against. The bitterness of this fight was evidenced in every campaign for each contested office on the ballot in the November, 1942, California elections.

Upon the election of the new governor, a group got together and gave consideration to the idea that much of the bitterness of the last session could be eliminated if labor and capital would put off their controversial legislation until after the war.

In conformity with this idea, the speaker of the assembly and the president pro tempore of the senate were consulted, and on the second day of the 1943 session a conference was held.

This conference was attended by representatives of the various labor groups in California, as well as by representatives of employer organizations, farmer organizations, industry, manufacturing and all the other major big businesses of California.

This conference was directed by Speaker Charles Lyon of Los Angeles. He voiced the

thought that, under the present war emergency, it was more important that all efforts be concentrated and coordinated to successfully carry on the war rather than spend time and thought and create bitterness over labor disputes.

The suggestion was acquiesced in by all those present. Thereafter a chairman of the entire group was elected and ten representatives from each side chosen by their respective sides, to sit in conference and endeavor to devise ways and means to accomplish what had been outlined.

These conference committees subsequently got together and agreed that it was impossible for either side to stop any member of the legislature from introducing whatever legislation he desired to introduce. However, all agreed that the conference committees could do much to avoid controversies over such measures.

Since the meeting of this conference committee, legislation of the most antagonistic kind to each group has been introduced by individual assemblymen and senators. Though this legislation, in ordinary times, presaged a bitter battle, today, by virtue of the understanding between the various groups who had attended the conference, the introduction of this legislation to date has not provoked the usual fight.

Lengthen Women's Hours

Illustrative of this fact that there is a desire to avoid the bitter conflict between labor and capital in this session of the California legislature was Assembly Bill 770, which had for its purpose the elimination of the sections of the California State Labor Code which today regulates the hours and working conditions of women and children and limits the maximum working hours for a woman to eight hours a day.

The shortage of manpower in the innumerable war activities in California today demands that women be permitted to take their place on the assembly line along with men and thereby supply the needed man

hours to successfully complete our war program. The exigencies of the war emergency make demands upon those who are giving their man hours that cannot be curtailed by the present restrictive legislation, and this bill was drafted to strike out, for the duration, the parts of our California Labor Code which do protect and guard women against long hours, unhealthful and unsafe working conditions.

The labor representatives had devised a bill of similar import which would not specifically break down the provisions of the Labor Code as they now exist, and yet, by this legislation, it was labor's hope that the enactment of such a general statute would cure the situation for the duration.

Assembly Bill 770 was referred to a committee which was stacked against labor. This committee held a meeting at the call of its chairman, and the only ones advised of said meeting were the proponents of this legislation.

The committee passed the bill out with a recommendation "do pass," and the matter was then ready to come before the assembly for its consideration and final passage.

To make such a law immediately operative it was necessary that an urgency clause be set forth in said bill and, under our constitution, such an urgency measure must be passed by a two-thirds vote.

Basic Law Protected

When the votes were counted, it was quite readily ascertained that though labor did not have a sufficient front to carry on an offensive program, we did have a sufficient vote to stop the adoption of such an urgency clause, which meant the defeat of the bill.

Just before the bill was ready for passage, it was suggested that both groups have a conference with the governor. The governor pointed out that it was his desire to have controversial labor legislation sidetracked for the duration. He urged both groups to get together, amicably adjust their differences on this bill, yield certain basically controversial points, and cooperate to successfully carry on the war effort rather than gird themselves for a severe test of strength and the resulting bitterness which comes from such a fight.

A further conference was held, and Assembly Bill 770 was completely rewritten and the draft that had been prepared by labor, with certain minor modifications, was

substituted. This bill then passed through both houses of the legislature as an urgency measure.

The first half of the 1943 California legislative session has now come to a close, and the first serious hurdle that confronted the conferees of the program to sidetrack controversial labor legislation has been cleared. We hope it may be considered as evidence of a healthful situation in the State of California. Though no definite assurance can be given as to what will take place during the second half following the 30-day legislative recess when consideration is given to the 3,000 bills that have been introduced, we believe, with the precedent now established, much good can result from an idea which emanated from the fertile brain of International Representative Charles Real of Oakland.

Fight Truck Barriers

The representative of the California Highway Drivers' Council has been able to work wholeheartedly with the representatives of the truck owners of California in a program to eliminate the restrictions and barriers placed by competitive industries in the path of the trucking industry. We joined in the request to have representatives from our California legislature sent to the Council of State Governments, which recently met in Baltimore. At that council these state officials, in behalf of California, urged the elimination of all trade barriers which impeded the rapid transportation by bus and truck of our goods, commodities and persons throughout this great nation.

The free flowing of automotive transportation through the width and depth of our nation will bring our American people closer together, help them to understand each other's problems and cooperate in making a better life among our people.

Transportation is the keynote of this entire program, and the local unions affiliated with the International Brotherhood of Teamsters are the group upon whose shoulders rests the real success of such a program. California appreciates the value of this undertaking and, under capable leaders, is promulgating such a program and is urging that the cooperation of every other state in the union be had to complete this great program.

Teamsters Fight Raids of CIO

— Contribute to Kaiser Fund

Minutes of Meeting of General Executive Board Held in Miami-Colonial Hotel, Miami, Florida, January 29 to February 5, 1943, Inclusive

THE meeting of the general executive board was called to order at 11 o'clock Friday morning, January 29, 1943. All members were present with the exception of Vice-President John P. McLaughlin, who found it impossible to attend on account of illness.

President Tobin referred to the practice of the International Union in contributing—on the occasion of President Roosevelt's birthday—to the fund for the relief of infantile paralysis. He stated that if there were no objections the general officers would continue this practice and would contribute the usual amount, \$100, this year. There were no objections.

He stated also that the International Union had been paying into the Workers Education Bureau of America a yearly contribution, the purpose of this bureau being to offset false propaganda of the C. I. O. and other organizations.

Donation Approved

He stated that we are under no obligation, that we merely donate the sum of \$500 a year to help carry on this work; and that if it was satisfactory to the members of the board the general officers in headquarters would continue making this contribution. It was the action of the board that this procedure be continued.

The general president stated in this connection that the general executive board had in the past left it to the discretion of the officers in headquarters to make contributions to worthy causes and to organizations carrying on work beneficial to the International Union; and that if there were no objections he would consider the arrangement satisfactory to the board and they would continue as in the past. There were no objections.

President Tobin read a letter which he had received from George Masterton, general president of the United Association of Journeyman Plumbers and Steamfitters,

which contained a complaint that our Local Union No. 757 of New York City had taken into membership 25 employees of the Breyer Ice Cream Company who were employed exclusively in the installation and servicing of refrigeration. The matter was referred to Vice-President Cashal, who is to make an investigation and report to the general office.

Mention was made of a jurisdictional dispute between our Local Union No. 463 of Philadelphia and Local Union No. 194 of Newark, New Jersey, in which case the general executive board rendered a decision some months ago.

A group of the men affected appealed from the decision and President Tobin granted them the privilege of appearing before the board. Since that time the dispute has been settled locally. President Tobin explained this situation for the information of the members of the board, since the decision was rendered by them.

Secretary-Treasurer Gillespie reported on a prolonged strike of the brewery drivers in Detroit. At the last meeting of the board it was voted to continue paying benefits to these men. He stated that recently information had been received from General Organizer R. J. Bennett that these men had all had an opportunity to go to work but had refused to accept employment; therefore strike benefits had been discontinued by the general office. Benefits were paid for about four years.

President Tobin discussed at length the seriousness of the gasoline and rubber shortage in the United States and how it may affect our organization. He stated that most people do not realize the seriousness of the situation, but that our members should be prepared to accept a curtailment of the operation of their trucks, as such action will undoubtedly be put into effect by the government if the situation becomes more acute. A great portion of the available gasoline and oil is needed by the government for the prosecution of the war.

He read a letter which he had received from James Byrnes, director of economic stabilization, stating that certain measures may be necessary that will affect our employment, but he was sure everyone would cooperate.

The next matter to be taken up was a request or assessment on the International Union by the Metal Trades Department of the American Federation of Labor for \$1,500, in order to help carry on the fight being made by that department in the Kaiser shipyards to hold the members which they have obtained in the various A. F. of L. organizations.

President Tobin explained that Mr. Kaiser had always hired union men to work for him and that most of the workers in his shipyards were members of A. F. of L. organizations.

Recently the C. I. O., by holding out as an inducement lower initiation fees and dues, has succeeded in winning over about 100 disgruntled members and induced them to apply for the right to join some other organization.

Under the national labor law, anyone making such a request has the right to call for an election. Therefore Mr. Millis, chairman of the national labor board, decided to hold an election. The election has not been held as yet, and the Metal Trades Department is putting on a campaign and has assessed each A. F. of L. organization affected in accordance with the number of men involved, who are, or would become, members of their union.

The International Brotherhood of Teamsters has a number of men working on trucks around the shipyards and in the storehouses and our assessment is \$1,500. It was voted unanimously by the board that we pay this assessment to the Metal Trades Department.

Emergency Considered

In connection with the above, President Tobin discussed the campaign for members being carried on by the C. I. O.—their offer of lower initiation fees and dues. He stated that it was his opinion the general executive board should make some provision for meeting this competition, as an emergency measure; that certain steps were permissible in time of war or an emergency that could not be taken in normal times. He asked the members of the board to consider the matter, that no action would be taken now, but it might be necessary later on.

General Secretary-Treasurer Gillespie re-

ported the formation of a Central Food Council in Cincinnati. When the matter was presented to the general office a short time ago the representatives of our local unions were instructed to have nothing to do with the council until further notice.

The general president expressed himself as distinctly opposed to the participation of our local unions in this, or any other, food council, as it had been attempted before and proved more of a detriment to our organization than a help; that because of our strength other organizations used the Teamsters' Unions in any trouble they might have in their organizing drives.

After discussing the matter it was the decision of the board that the action of the general president's office be sustained; that these local unions be instructed not to endorse any food council or participate in its meetings.

Discuss Cincinnati Case

The next case presented by Brother Gillespie was that of a jurisdictional dispute between Local Union No. 100 and Local Union No. 105 of Cincinnati. He stated that an employer of that city was using men on both ice and coal trucks, resulting in a jurisdictional controversy between the two local unions. The board referred this case to the officers in headquarters with instructions to make an investigation as soon as possible and render a decision.

It was reported also by the general secretary-treasurer that the joint council in Cincinnati had held no meetings for some time and had not been functioning, but that recently requests had been made by the local unions of that city that the council should resume meetings, etc.

Some of the former practices of the joint council were discussed by the members of the board, and the powers and duties of a joint council were outlined by the general president. It was the action of the board that the matter be left to the officers in headquarters to go over the situation, consult with our representatives in the district, and use their judgment in granting a new charter or renewing the old charter of the council there.

Secretary-Treasurer Gillespie stated that at the last meeting of the board in Florida it was voted that no action would be taken on the 10 per cent payroll allotment plan in the purchase of war savings stamps; that recently we had been approached again regard-

ing the matter by a representative of the government and that all office employees of the International Union were purchasing war savings stamps to the extent of 10 per cent of their salaries.

President Tobin stated that he had refused to issue an order that employees must invest 10 per cent of their earnings in war savings stamps, but that he favored legislation to that effect by the government. He stated he believed it was the best investment that could be made, but he would not issue an order affecting our membership or any part of it.

Fight CIO in Michigan

President Tobin then referred to the new victory tax. He stated that he favored paying the victory tax for all employees of the International Union and had taken the matter up with the government authorities in charge of such matters, but that the matter had not been decided definitely as yet as to whether or not the International Union could pay the victory tax for its employees. He was afraid it could not, as it would be considered an increase in wages and the Office of Economic Stabilization might not approve it.

The general secretary-treasurer presented a request from General Organizer Bennett for continued assistance in their campaign in Detroit and the State of Michigan against the C. I. O. Some time ago the International Union agreed to pay to the Detroit Joint Council the sum of \$1,300 a month for a year, but that time has now expired.

The situation, according to Organizer Bennett, is no better and the joint council is unable to carry on the fight alone. Therefore they ask that the International Union continue the payment of this amount for a few more months. The matter was referred to the officers in headquarters for further consideration and decision.

A letter from Local Union 727 of Chicago was presented to the board, in which they requested the remission of per capita tax owing the International Union. According to their letter they have been unable to pay their per capita tax due to a long drawn out fight against the C. I. O. in that district. They have not paid any per capita tax to the International Union for many months. President Tobin stated that the general executive board did not have the power to remit the tax of any local union.

It was suggested that it might be advisable to appoint a trustee over the affairs of the local union, and if, in the process of straightening out the affairs of the union and putting it back on its feet, a donation from the International Union was necessary and advisable, the general executive board could empower the officers in headquarters to make such a donation.

It was the action of the board that the request of Local Union 727 for remission of per capita tax be denied, since the members of the board feel it is not within their power to remit the tax of any local union; also that a trustee be appointed over the local union, to have full charge of its affairs.

During the sessions a message was received advising the general executive board of the death of George Cronin, an officer for many years of Local Union 405 of St. Louis. It was voted unanimously by the board that a message expressing the sympathy of the members of the board be sent to his brother, Ted Cronin, and also that a suitable floral piece be sent.

President Tobin read a letter which he had received from Frank Tobin, who is a member of the National Trucking Commission, regarding conditions in Washington. He explained the disturbance and confusion there and how difficult it is to get cases presented to the War Labor Board and get a decision, on account of all the red tape, etc. He stated he was doing the best he could under difficult circumstances; that because of the war, all labor affairs were becoming more difficult; that the adjustment of labor cases was very slow and getting worse.

John Reynolds is Reinstated

A case involving the former business agent of Local Union No. 144, John Reynolds, was heard by the board. After hearing the personal statements of Brother Reynolds and the written statements of the officers of the local union, the decision of the local executive board was reversed and the charges against this member were dismissed. The general president was empowered by the general executive board to appoint a trustee over the affairs of this local union.

Brother Gillespie stated that many local unions had been inquiring about a tablet or plaque to be used as an "Honor Roll," on which they could place the names of the members of their organization who had entered the armed forces of the United States. The general president stated that this was a

matter for each local union to take care of; that they could purchase locally the size and kind that suited their purpose best.

Brother Gillespie read a letter received from Local Union No. 635, Grocery and Food Warehousemen of Pittsburgh, requesting permission to raise their initiation fee from \$10 to \$100 and permission to retain in good standing as members any persons who are drafted by the government for defense work—these persons to continue to pay their dues each month and hold seniority.

Request Is Denied

After discussing the matter it was the judgment of the general executive board that permission could not be granted this local union to raise their initiation fee to \$100, since the International Union is opposed to high initiation fees and the government is insisting that organizations of labor hold their initiation fees down to a reasonable amount.

On the second request the general executive board stated they did not have the power to grant such a request, since our constitution clearly states that when a man ceases to work at our craft he must be given an honorable withdrawal card.

Brother Gillespie next introduced a request for a charter from the International Brotherhood of Teamsters for office workers in truck terminals, who are now members of a federal local union. It was decided by the board that since other unions have jurisdiction over this type of work, we would refrain from taking these workers into membership, for the time being at least.

The next consideration was a jurisdictional dispute between Local Union No. 325 of Rockford, Illinois, and Local Union No. 579 of Janesville, Wisconsin. A representative from Local No. 325 appeared before the board, but no one appeared to represent Local No. 579. Therefore it was deemed advisable that no decision be rendered by the board but that upon his return to the office the general secretary-treasurer summon all parties interested to the International headquarters for a conference, for the

purpose of trying to agree on a line of demarcation.

The general secretary-treasurer brought to the attention of the board an appeal from a member of Local Union No. 69 of Centralia, Illinois. The member was charged with injuring a fellow member and depriving him of work. He was tried by the local executive board and found guilty. He appealed to the joint council but delayed his appeal until the time limit as set by the constitution had expired and the joint council refused to consider his appeal.

The general president stated that he believed this case should be tried by the joint council; that while they were within the law in refusing to hear it, in order to be absolutely fair and do no injury to anyone, they should hear the case. The general officers were instructed by the board to so advise the joint council.

On the matter brought to the attention of the board by the general president dealing with an amendment to the by-laws of the Chicago Joint Council, relative to the admission of females as members of our local unions in Chicago, it was the judgment of the board that the purpose and spirit of the amendment can be carried out by a declaration or resolution drafted by the council along the following lines:

Women on Temporary Basis

"Because of the emergency confronting our country and the shortage of labor in many of the branches of our trade, each local union shall be empowered to admit females to membership if they so desire, with the distinct understanding that the rate of wages paid men shall be maintained; that the dues shall be held to a minimum; that the initiation fee shall be as moderate as possible; and that each applicant shall be requested to sign a statement agreeing to the fact that the local can withdraw their membership whenever, in their judgment, the emergency ceases."

This declaration, of course, applies to all joint councils and local unions.

[Minutes of board meeting will be concluded in the next issue]

Any individual or group that preaches unity while encouraging renewed organizational efforts among the already organized only spreads further confusion—while raising additional doubts concerning their sincerity.

—The Catering Industry Employee (A. F. of L.)

Less Food for More Profits

THE simplest way to avoid a food shortage is to produce more food. Even a Kansas congressman ought to be able to understand that. But Congressman William P. Lambertson is advocating the scuttling of the Farm Security Administration which has helped half a million little farmers increase their food production. Many of them were scarcely producing enough food for themselves before the FSA took a hand. Now they are producing enough for others and contributing to the huge volume of food necessary to victory.

If the FSA is permitted to expand its activities, a million more farmers may increase their production and help avert the threat of a food shortage.

Therefore it is strange to hear a man advocating a step which would curtail food production in a period of scarcity. This happens, however, to be the program of the Associated Farmers and other large farm organizations.

By reducing the quantity of food, they hope to increase the price of food, thereby making the hunger of Americans pay them a dividend.

Lambertson revealed the motives of some of the opponents of federal aid to the little farmer, according to the National Child Labor Committee, when he said the big farmers need the little farmers as hired men. So he callously demands withholding the help that would make the little farmers self-supporting and the nation more productive.

That would force the little farmers to work for the big farmers, or go hungry. It would also take millions of acres of farm land out of production at a time when the food outlook is so serious that many people are plowing up their lawns.

Such a program plays right into the hands of the farm lobby which represents the Farm Bureau and the Grange in the national capital and influences men like Lambertson.

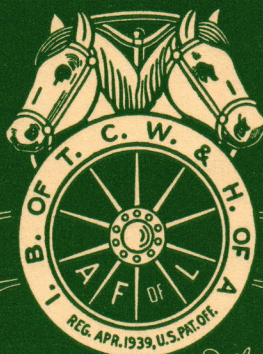
The farm lobby wants higher prices for food regardless of who pays them or how much suffering it causes. It is trying by every kind of political pressure to break the price ceilings.

The first move is apparently to kill off the Farm Security Administration and leave the little farmers at their mercy.

This maneuver will come to a head shortly in congress when Lambertson moves to stop the appropriation. Before Pearl Harbor Lambertson voted consistently to deprive America of weapons. Now his actions would deprive us of food. You had better watch your congressman when this question comes up or Lambertson will have you eating sunflower seeds.

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AND HELPERS
OF
AMERICA

Affiliated with

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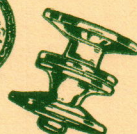
Daniel J. Tolon, General President

John M. Gillespie, Gen'l Sec'y-Treasurer

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All Members should have a copy of the International
Constitution and Laws Copies, 5 cents each
Order through your Local

All orders should be sent through the Secretary of the Local Union to

JOHN M. GILLESPIE, Secretary

222 EAST MICHIGAN STREET

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